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Joint Committee on Finance

Paper #253

Quality Care for Quality Kids -- Child Care Quality Improvement Program (Children and Families - TANF and Economic Support)

[LFB 2023-25 Budget Summary: Page 96, #8]

CURRENT LAW

YoungStar. The Child Care Quality Rating and Improvement System, referred to as YoungStar, helps parents find high quality child care and assists child care providers who want to improve the quality of their care. The Department of Children and Families (DCF) contracts with a vendor that provides training and technical assistance to child care providers, and assigns star ratings, on a five-star scale, to child care providers based on DCF's evaluation criteria.

YoungStar's rating system includes evaluating four quality measures: (a) the provider's education and training, including the academic achievements of the program's teachers, administrators and caregivers; (b) the provider's learning environments and curriculum, including learning materials, activities, and lesson plans; (c) the program's professional and business practices, including how employees are treated and the level of parent involvement; and (d) the health and well-being of participating children.

Most child care providers earn ratings based on standards they have previously met, by participating in programs with high education or performance standards, or by choosing to receive an automatic rating. Providers that comply with licensing regulations may choose to forgo technical consultations with the YoungStar vendor and receive an automatic two-star rating because they would not meet the educational and training requirements they would need to receive a higher rating. Similarly, some providers may automatically receive four- or five-star ratings through accreditation with certain organizations that DCF recognize as having equivalent standards as YoungStar.

In general, child care providers must participate in YoungStar in order to participate in the

Wisconsin Shares child care subsidy program (except for certain license-exempt programs such as those operated by school districts).

In November, 2021, DCF issued a request for proposal for the administration of the program, and selected Shine Early Learning as the new YoungStar vendor. In early 2023, DCF began transitioning services from the previous vendor, the Supporting Families Together Association, to the new vendor which began administering the program as of May 1, 2023. For now, Shine Early Learning will use the rating criteria that the previous vendor used in rating child care providers. However, DCF is currently developing new rating criteria that will not be used until 2025, at the earliest.

Prior to January, 2022, child care providers received an adjustment to their reimbursement under the Wisconsin Shares child care subsidy program based on the number of stars they earned under YoungStar. DCF applied the rate adjustment after the parent copayment was added to the state reimbursement. State law sets the tiered reimbursement amounts as follows: (a) one-star providers are prohibited from receiving reimbursement under Wisconsin Shares; (b) two-star providers receive a reduction of up to 5% from the base reimbursement rate; (c) three-star providers receive up to the base reimbursement rate; (d) four-star providers receive an increase of up to 15% from the base reimbursement rate; and (e) five-star providers receive an increase of up to 30% from the base reimbursement rate. Using its authority, DCF set the YoungStar adjustment for two-star programs at -1%.

Child Care Counts. YoungStar bonus reimbursements ended as of January 1, 2022, and were effectively subsumed within the Child Care Counts (CCC) program. All child care provider that applied for CCC payments received amounts that were at least equal to their YoungStar bonuses in late 2021. However, they no longer receive payments under both YoungStar and CCC.

The CCC program was initially launched in the spring of 2020 with supplemental funding provided by federal legislation enacted in response to the COVID-19 pandemic. These funds supported Wisconsin's early care and education community, including: (a) grants to providers serving families of essential workers; (b) hazard pay to child care employees; and (c) grants to reopen child care programs that temporarily closed during the COVID-19 pandemic. DCF administers CCC by making monthly payments to child care providers to support the costs of maintaining high quality care and to support workforce recruitment and retention.

DCF has administered the program by providing several rounds of payments to providers, as successive announcements of federal funding increased amounts available for these payments. DCF sought and received approval from the Joint Committee on Finance on the expenditure of these federal funds.

The Appendix and Attachments 1 through 12 provide information on payments DCF made under the CCC program from March, 2020, through March, 2023. Generally, under each round DCF made payments to child care providers that supported their operations, such as rent, mortgage payments, utilities, cleaning and sanitation, materials and supplies, curriculum and family engagement activities, professional development, and continuing education.

Attachments 1 and 2 show the payment calculations and recipients by county for the emergency payments DCF distributed in the spring and summer of 2020. Attachments 3, 4, and 5 show the payment calculations and recipients, by county, for the supplementary payments DCF made in made in 2020. Attachments 6, 7, and 8 show the payment calculations and recipients by county for the response and relief payments DCF made in the spring and summer of 2021. Attachments 9, 10, and 11 show the payment calculations and recipients by county for the monthly stabilization payments made beginning in November, 2021, through March, 2023. Attachment 12 shows the estimated participation of child care providers in Wisconsin Shares subsidized and CCC grants by county as of January 31, 2023.

Overall, from March, 2020, through March, 2023, the CCC program provided emergency, supplementary, response and relief, and stabilization payments to 4,909 statewide child care providers totaling \$597.5 million.

The federal funding sources discussed in the Appendix for CCC payments were all one-time revenue supplements that are unlikely to reoccur. DCF estimates that the current federal funding for CCC payments will be exhausted on or about the middle of February, 2024. Without additional state funding, the CCC program will end.

DISCUSSION POINTS

Child Care Counts

1. Preventing and controlling COVID-19 poses unique challenges for child care providers because infants and young children are unable to isolate or mask themselves. State and federal regulations imposed challenging restrictions on the operations of child care providers, such as limits on group sizes, masking, and controlling intermingling of groups.

2. Profit margins in the child care sector are generally thin due to costs of maintaining required staffing ratios for each child, the fixed costs for buildings and utilities, and the limits on providers' pricing power due to the limited ability of their customers (families) to pay higher prices. This is especially true for higher quality child care providers, which have additional expenses to meet requirements for accreditation and assessment under YoungStar. Providers that remained open during the pandemic incurred additional expenses related to sanitation and ensuring the health and safety of staff and children while they also realized reduced revenues due to the large decrease in the number of children they served. Given the cost structure of the child care industry and the slim profit margins operators face, these restrictions significantly limited revenues and increased costs to the point that continued operations became difficult, if not impossible, for many providers.

3. Although the economy eventually recovered and vaccines were approved and became readily available, child care providers continue to struggle financially with the effects of the pandemic because of broad changes in the economy due to increases in parents working from home, inflation, and wage pressures, as well as the lengthy gap between vaccine approvals and availability for adults and young children. As other industry sectors recovered, child care providers' profits remained limited.

4. Child care providers have found it difficult to compete for workers in the short labor market before, during, and after the COVID-19 public health emergency. According to the Department of Workforce Development's report of data from the Occupational Employment Statistics and Wages statistics program, in 2021 child care workers in Wisconsin had an average annual salary of \$25,720 (\$12.36 per hour). For entry level positions (bottom third of wage earners), the average was \$20,250 (\$9.74 per hour), whereas the average wage for experienced workers (the top two-thirds of wage earners) was \$28,450 (\$13.68 per hour).

5. Because of low pay, child care workers are often better off taking jobs in other industries, or once trained in early care and education, moving on to public or private schools as a pre-school or kindergarten teachers. For comparison, the average annual salary for all occupations was \$53,120 (\$25.54 per hour) and for retail sales persons the average annual salary was \$32,580 (\$15.66 per hour).

6. The unemployment rate in Wisconsin is at historic lows and employers are facing difficulties finding workers. However, relative to other employers, the child care industry suffers from limited productivity gains that restrict providers' ability to raise wages. For example, retailers may use technological improvements for self-checkout lanes that allow their employees to service more customers per hours worked, thereby allowing them to earn more profits per unit of labor and afford to pay a higher wage. Thus, in response to the inflationary pressures experienced in the economy and increased costs, several large retailers were able to raise their entry-level hourly wages to \$15 or higher to compete for the workers they needed. By contrast, technological improvements have not enabled one worker to take care of a room full of infants and license ratios continue to limit child care providers to a certain number of children per worker (such as one staff for four infants, with a group size of no more than eight with two staff). All things being equal, a worker is less likely to undergo the necessary background checks and training only to be paid considerably less than working in an entry-level retail position.

7. As a result, the economic effect of the COVID-19 pandemic has created a prolonged economic crisis for the child care industry. At the height of the COVID-19 pandemic, approximately 40% of child care providers temporarily closed due to health orders or the inability to operate. Later, a National Association for the Education of Young Children (NAEYC) survey conducted in November, 2020, indicated that 60% of responding child care providers nationwide were reducing costs by staff layoffs, furloughs, and/or pay cuts and that approximately 33% of providers that remained open continued to operate with reduced capacity due to the pandemic. In Wisconsin, 31% of responding child care providers indicated that they were losing money every day, 35% indicated that they took on debt or used personal savings for operating expenses, and 51% were unable to say how much longer they would be able to remain open.

8. According to another NAEYC survey of 1,173 child care providers in Wisconsin in October, 2022, 32% of providers reported that they were considering closing their operations and indicated that competitive wages were the number one issue that needed to be addressed in order for them to remain open. Nearly half of respondents indicated that they serve fewer children than they would like, with the most common reason for the under-enrollment being that they cannot hire enough staff. More than 69% of providers indicated that they were experiencing a staffing shortage and 52% reporting longer waiting lists. According to closure data submitted by DCF, as of March 14, 2021,

approximately 5% of providers remained temporarily closed.

9. As explained in the Appendix, DCF created the CCC program to respond to the acute crisis of the COVID-19 pandemic by providing emergency payments in the spring of 2020 and supplementary payments that fall. The funding enabled some providers to remain open and others to reopen. According to the Legislative Audit Bureau's Report 21-4, of \$7.0 million of CCC emergency and supplemental payments provided to 80 child care providers, providers reported spending 40% of funds on payroll, 23% on incentive pay to retain employees, 14% on mortgage or rent, 11% on parent reimbursement, and the remainder on other expenses, such as utilities, repairs, and educational supplies.

10. DCF administered additional payment programs as federal funding became available and DCF's requests for spending authority were approved by the Committee. As shown in the payment calculations in Attachments 9 and 10, the current CCC program provides two different stabilization payments (with a third baseline payment for each child care provider occurring in March, 2023).

11. First, stabilization "Program A" payments are intended to support the costs of maintaining high quality care, workforce recruitment, and retention. DCF calculates these payments were based on the number of children attending, with add-ons for certain characteristics, such as off-peak hours and participation in Wisconsin Shares. Providers must use these funds to support reasonable and necessary costs of maintaining or enhancing high-quality care, which include: operating expenses (such as, rent/space costs, utilities, insurance, business-related taxes, and payroll/benefits), relief from copayments and tuition payments for families, materials and supplies for enhancing the program environment and curriculum, professional development, mental health services for children and employees, expenses related to mitigating the risk of COVID-19, and additional costs to ensure high-quality programming.

12. Second, stabilization "Program B" payments are intended to support workforce recruitment and retention. DCF calculates these payments based on the number of staff each provider has, with add-ons for the YoungStar level of the provider. The base amount must be used to maintain compensation (wages, bonuses, or benefits) for each staff person. The quality add-on must be used toward one or more of the following: wages, bonuses, benefits, recruiting, professional development, staff trainings, scholarships, or other continuing education expenses

13. According to a DCF analysis of Round 1 stabilization payments in April of 2022, almost 75% of regulated providers and 50% of license-exempt providers applied for funding. The average Program A payment was \$29,759 and the average Program B payment was \$17,369.

14. The UW- Madison's Institute for Research on Poverty (IRP) conducted a study on Round 1 Stabilization payments by surveying recipients applying for Round 2 in August, 2022. According to IRP, the most common uses for Program A funding were: physical operating expenses (such as rent and utilities); materials and supplies for enhancing program environment and curriculum; payroll and benefits; and reducing COVID-19 risk (such as providing masks or cleaning supplies). The least commonly reported uses of Program A funding were for credit-based training for professional development and continued education, providing social and emotional development supports or

mental health services for children, and providing social and emotional development supports or mental health services for staff. Providers reported spending the largest amount of Program A funding on current payroll and benefits and physical operating expenses (with group care providers spending more and the former and family providers spending more on the later).

15. According to IRP, the most commonly reported uses of Program B funding were for bonuses or stipends for current staff and increased hourly wages or annual salaries. The least commonly reported use of Program B funding under Round 1 was to provide new or increased benefits (such as health or dental insurance or retirement). Providers reported spending the largest amount of Program B funding on bonuses or stipends for current staff.

16. In response to an open-ended survey question posed by IRP, providers credited CCC payments with helping them remain open, weathering fluctuating enrollment and attendance, and allowing them to increase capacity. Providers also reported using stabilization payments to attract and retain staff and be more competitive in the challenging labor market. IRP reported that many providers indicated that they were reluctant to utilize the funds for longer-term wage raises or new benefits (as opposed to bonus payments), for fear that they would be unable to sustain such changes when CCC funding ends.

17. The IRP study found statistically significant, although small, increases in average YoungStar level, average child enrollment, average capacity, and average staff size between program entry into Round 1 CCC stabilization payments and August, 2022. However, IRP noted that the improvements could not be causally attributed to stabilization payments, which could also have been the result of improvements in COVID-19 rates as vaccines became readily available, changes to the labor market, or other factors not measured in the survey.

18. Many child care providers have relied on CCC payments to maintain previous wage increases and avoid price increases for their customers. According to the October, 2022, NAEYC survey of child care providers, 84% of program directors reported receiving grants. The survey responses suggested that 27% of providers would have closed without the CCC payments. If stabilization payments end, 61% indicated they would have to raise prices and 34% stated they would be unable to maintain current wage levels or would need to reduce wages for current staff. According to a survey conducted by the Early Childhood Education Coalition, of more than 500 child care programs in Milwaukee, 28% of providers reported that they would have permanently closed without CCC funding. Almost six out of 10 providers reported using CCC funding to reduce fees for parents. Nearly 42% of respondents indicated that without CCC payments, they would increase rates for families and 30% stated that they would reduce wages for staff.

19. At public hearings the Committee conducted on the budget bill, several speakers indicated that the end of the CCC program could lead to significant staffing shortages, child care closures, and reduced access to affordable child care. Others voiced concern that families could lose access to child care, forcing workers to change jobs, reduce their hours, or drop out of the workforce altogether, leaving Wisconsin employers with a reduced labor pool in an already-tight market.

20. DCF indicates that due to limited availability of remaining supplemental CCDBG funding, Round 3 CCC payments will be reduced by roughly 50% on and after August, 2023, through

the estimated end of the program in January, 2024 (with the final payment in February, 2024). The add-on for children in care during non-standard hours will be removed. DCF will also remove the requirements to maintain staff compensation. Further, new restrictions will be imposed, such as that any CCC funds that are used to reduce the tuition expenses may only be directed towards children who receive Wisconsin Shares (and only to reduce the parent's costs).

21. AB 43/SB 70 would provide \$100,389,400 (\$81,389,400 GPR and \$19,000,000 FED) in 2023-24 and \$240,719,300 (\$221,719,300 GPR and \$19,000,000 FED) in 2024-25 to establish the Child Care Counts program as a permanent child care quality improvement program. The funding increases include: (a) \$100,000,000 (\$81,000,000 GPR and \$19,000,000 FED) in 2023-24 and \$240,000,000 (\$221,000,000 GPR and \$19,000,000 FED) in 2024-25 to fund payments to providers; and (b) \$389,400 GPR in 2023-24 and \$719,300 GPR in 2024-25 to fund DCF's costs of administering the program, including 4.0 GPR positions, beginning in 2023-24.

22. Further, AB 43/SB 70 includes statutory changes that would authorize DCF to establish a program to make monthly payments and monthly per-child payments to certified child care providers, licensed child care centers, and child care programs established or contracted for by a school board. DCF would be authorized to promulgate rules to implement the program, including establishing eligibility requirements and payment amounts and setting requirements for how recipients may use the payments. DCF would promulgate the rules as emergency rules without providing a finding of an emergency. Finally, AB 43/SB 70 would also repeal an obsolete provision that prohibits DCF from increasing the maximum payment rates for child care providers before June 30, 2013.

23. Although not indicated in AB 43/SB 70, DCF states that Program A payments would be used to: assist child care providers to remain open, create an incentive for new child care providers to open, allow child care providers to invest in the quality of their programs, and provide tuition relief to families. Program B would support compensation for the child care workforce.

24. Based on the foregoing, the Committee could decide to continue the CCC program at the funding level proposed under AB 43/ SB 70 [Alternative A1]. The funding amounts provided are roughly equivalent to the annualized cost of the federally-funded Round 1 and 2 Stabilization payments. Funding in 2023-24 is reduced to account for federal funding that supports the CCC program for the first six months of the fiscal year. Afterwards, funding of \$240,719,300 (\$221,719,300 GPR and \$19,000,000 FED) in 2024-25 would represent the annual cost going forward.

25. Instead, the Committee could choose to provide a different level of funding for the continuation of the program, including additional federal revenues, albeit at a reduced overall payment level [Alternative A2]. DCF would be authorized to implement the program using different payment calculations to reflect the lower amount of funding provided, such as with Round 3 Stabilization payments. For example, the Committee could only continue Program "B" to support workforce recruitment and retention and accordingly, reduce the funding provided for continuation of CCC payments.

26. Alternatively, the Committee could choose to provide funding to the Committee's

program supplements appropriation to allow for additional fact finding and policy discussions regarding the larger economic issues faced by the child care industry [Alternative A3]. For example, the proposed CCC funding does not address licensing and staff ratio reforms which could potentially reduce child care provider costs. Further, the CCC program could be considered in conjunction with alternative child care programs, such as increased YoungStar bonuses and/or state matching funds for non-instructional child care programs administered by school districts using the community services fund. DCF could also present information regarding the payment calculations under the proposed CCC payment program, which are not specified under AB 43/SB 70.

27. Finally, for several reasons discussed below, the Committee could find that the ongoing subsidization of the child care industry is unnecessary and take no action on the proposal to continue the CCC program beyond 2023 [Alternatives A4]. Under this Alternative, the CCC program would end in early 2024.

28. First, the acute pandemic-related crisis has passed. The problem to be addressed by CCC originally presented as the mass closure of providers and loss of regulated child care capacity. Given that providers have reopened and capacity continues to recover, it is reasonable to expect the goals and purpose of the CCC program should be different going forward.

29. Second, although CCC payments have provided financial support for child care providers, they have not addressed the underlying market forces that are responsible for lack of access and affordability of child care. Child care providers remain hampered with limited productivity gains, high overhead costs, regulatory restrictions, and competition in the marketplace for labor. Further, their ability to raise prices continues to be constrained by the budgets of their customers, many of whom currently find child care costs unaffordable. The Committee may not want to create an ongoing, state-supported CCC payment program without also considering other policy options, such as expanding state support for pre-school and kindergarten programs.

30. Third, subsidizing all child care providers in this manner is not as cost efficient when compared to other direct child care programs. As explained above, the proposed continuation of the program is a means to support access to quality child care as well as to support child care workforce recruitment and retention. However, Stabilization program "A" payments are currently provided to all providers on a per-child basis, regardless of quality of the service provided. Further, the March, 2023, base payment was made irrespective of YoungStar level. Although Stabilization program "B" per-staff payments are enhanced by YoungStar level, all providers qualify for a payment, regardless of child care quality, albeit at a lesser amount. As previously indicated, child care providers are not required to spend stabilization payments solely on professional development or improvements in quality, and thus the payments do not necessarily result in furthering the goal of quality improvement or workforce retention. If the program goal is to improve child care quality or workforce retention, it might be unnecessary to subsidize potentially every child care program in the state. Other programs may be more narrowly tailored towards such goals.

YoungStar Bonus

31. In considering whether to continue the CCC program, the Committee could choose to resume YoungStar payments using one of two different funding sources.

32. First, CCDF funding could support resuming YoungStar bonus adjustments in much the same manner it operated prior to the CCC program. DCF would make payments to child care providers directly as a quality initiative and outside of the Wisconsin Shares payment system.

33. However, if the Committee were to utilize CCDF funding of \$19 million for the CCC program, that funding would not be available to support YoungStar bonuses. Further, as it is currently constituted, the CCC program already includes payment components similar to YoungStar and would operate through the end of 2023 (and possibly into February, 2024). Thus, YoungStar would not need resume during the first six months of 2023-24, or at all if CCC were to be continued. Thus, if the Committee decided to resume YoungStar bonuses after the end of the CCC payments, then the estimated funding under the allocation for child care quality initiatives would be \$10.0 million in 2023-24 and \$20.0 million in 2024-25 [Alternative B1].

34. If the Committee does not commit the \$19.0 million FED CCDF proposed under AB 43/SB 70 for the continuation of CCC, the Committee could reassign the funding of as part of its deliberations on other items, such as those identified in LFB Paper #254 (Child Care Quality and Availability Initiatives).

35. Alternatively, the Committee could choose to change the way bonus payments are made and instead provide TANF funding of \$7.5 million in 2023-24 and \$15.0 million in 2024-25 and annually thereafter [Alternative 5]. Because of the limitations on using TANF funding, the YoungStar bonus would be loaded onto the participating family's EBT card via an enhanced subsidy amount in Wisconsin Shares instead of paying providers directly. The parent would then use the funding to pay for care, up to the cost of the provider's price. The provider would not receive a bonus amount exceeding the price they charge in the marketplace to other children. This may have the effect of lowering the parent's copay, and the child care provider would not receive a fully enhanced bonus over and above the market price.

ALTERNATIVES

A. Child Care Counts

1. Provide \$100,389,400 (\$81,389,400 GPR and \$19,000,000 FED) in 2023-24 and \$240,719,300 (\$221,719,300 GPR and \$19,000,000 FED) in 2024-25 to establish the Child Care Counts program as a permanent child care quality improvement program, including related statutory changes, as proposed in AB 43/SB 70.

ALT A1	Change to Base	
	Funding	Positions
GPR	\$303,108,700	4.00
FED	<u>38,000,000</u>	<u>0.00</u>
Total	\$341,108,700	4.00

2. Adopt Alternative 1 with the modification to provide annual funding in one of the following amounts to fund payments to providers: (a) \$50 million (\$31,000,000 GPR and

\$19,000,000 FED); (b) \$75 million (\$56,000,000 GPR and \$19,000,000 FED); or (c) \$100 million (\$81,000,000 GPR and \$19,000,000 FED).

ALT A2	Change to Base	
	Funding	Positions
a. GPR	\$63,108,700	4.00
FED	<u>38,000,000</u>	<u>0.00</u>
Total	\$101,108,700	4.00
b. GPR	\$113,108,700	4.00
FED	<u>38,000,000</u>	<u>0.00</u>
Total	\$151,108,700	4.00
b. GPR	\$163,108,700	4.00
FED	<u>38,000,000</u>	<u>0.00</u>
Total	\$201,108,700	4.00

3. Provide \$50,000,000 GPR and \$19,000,000 FED in 2023-24 and 2024-25 in the Committee's program supplements appropriations, which could fund future legislation regarding child care quality improvement programs.

ALT A3	Change to Base
GPR	\$100,000,000
FED	<u>38,000,000</u>
Total	\$138,000,000

4. Take no action.

B. YoungStar Bonus Payments

1. Provide \$10,000,000 FED (CCDF) in 2023-24 and \$20,000,000 FED (CCDF) in 2024-25 to the statutory allocation for quality care for quality kids to fund the resumption of YoungStar adjustment to subsidies under the Wisconsin Shares child care subsidy program based on the number of stars child care providers earn.

ALT B1	Change to Base
FED	\$30,000,000

2. Provide \$7,500,000 FED (TANF) in 2023-24 and \$15,000,000 FED (TANF) in 2024-25 to the statutory allocation for direct child care to fund the resumption of YoungStar adjustment to subsidies under the Wisconsin Shares child care subsidy program based on the number of stars child care providers earn. Such payments would be made through the Wisconsin Shares program through

the EBT payment system as a subsidy payment, rather than a bonus paid directly to child care providers.

ALT B2	Change to Base
FED	\$22,500,000

3. Take no action.

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Attachments

APPENDIX

Child Care Counts Timeline - Funding and Payments

CARES - CCC Emergency Payment Program

The federal Coronavirus Aid, Relief, and Economic Security (CARES) Act increased funding under the child care and development block grant (CCDBG) for Wisconsin by \$51.6 million through September 30, 2021, to prevent prepare for, and respond to the coronavirus (including for reimbursement of such costs and obligations made prior to the enactment of CARES). After the submitting a plan for passive review on April 28, 2020, the Joint Committee on Finance approved DCF's plan for expenditure of the funds, under which DCF implemented three CCC programs: (a) grants to providers serving families of essential workers; (b) hazard pay to child care employees; and (c) grants to reopen child care programs that temporarily closed during the COVID-19 pandemic.

Each program provided payments to child care providers based on activities occurring in three time periods in 2020, including March 12 through April 11 (with applications accepted from May 18 through May 29), April 12 through May 11 (with applications accepted June 8 through June 19), and May 12 through May 26 (with applications accepted June 29 through July 10).

Attachment 1 summarizes the calculation of payments in each of the three phases. For example, during phase 1, the payments under program "a" were based on a base payment of \$5,000 per family provider and \$8,000 for group providers that serve essential workforce families. Additional payments were made for each child served: (1) \$300 for full-time and \$150 for part-time; (2) \$50 for each disabled child; and (3) \$50 for each child served during non-standard hours (such as nights and weekends). DCF capped payments to no more than \$50,000. The payments under program "b" were calculated as \$5 per hour worked by staff with a maximum of 40 hours per worker per week. The payments under program "c" were calculated as \$1,000 for each full-time staff returning to work and \$700 for each part-time staff, with a maximum payment of \$10,000. The total amount awarded was prorated to exclude the number of weekdays the provider was closed during the funding period.

Attachment 2 shows the emergency payments under each program by county and tribe based on CCC payment data provided by DCF. As shown on Attachment 2, a total of 2,646 child care providers received \$51 million of CARES Act funding under the three payment programs. Overall, \$36.9 million was provided for essential workers, \$9.8 million was provided for incentive pay, and \$4.3 million was provided for reopening providers. The remaining unspent CCDBG funds were used for supporting information technology infrastructure and administration to disperse payments.

CRF- CCC Supplementary Payment Program

In addition to supplemental CCDF, CARES also provided the coronavirus relief fund (CRF) to provide assistance to state and local governments responding to the COVID-19 pandemic. DCF used \$79.7 million of CRF monies to provide two rounds of supplementary CCC programs

designed to help counter troubling trends persisting in the aftermath of the public health emergency. The first program, supported with \$46.5 million in CRF monies, supported the costs of child care providers maintaining or enhancing compliance status, YoungStar rating, and improving health and safety practices. The second program, supported with \$33.2 million of CRF monies, supported the staff recruitment and retention efforts (such as incentive pay or signing bonuses). Pursuant to 2021 Act 1, supplementary payments were not subject to state income and franchise tax (CCC payments under subsequent programs are taxable, however).

The first round of supplementary payment to child care providers were based on activities occurring August 30 through September 5, 2020 (with applications accepted September 9 through September 18).

Attachment 3 shows how payments to providers were calculated. For example, under program "A" DCF provided a base payment for currently open and temporarily closed child care providers (\$770 for family providers and \$1,100 for group providers), plus a per-child amount depending on age (such as \$90 for a full-time school age child and \$50 for a part-time school-age child). DCF set the maximum payment to \$20,000. According to DCF, the first round of the supplementary payment program delivered \$29.9 million in funds to 2,684 providers statewide.

The second round of the supplementary payment program provided payments to child care providers based on activities occurring October 11 through October 17, 2020 (with applications accepted October 26 through November 6). Attachment 4 shows how payments to providers were calculated. According to DCF, the second round of CCC supplementary payments delivered \$49.8 million in funds to 2,689 providers statewide.

Attachment 5 shows the supplementary payments under both rounds by county and tribe based on CCC payment data provided by DCF.

CAA - CCC Response and Relief Payments

The Consolidated Appropriations Act of 2021 (CAA) later provided additional supplemental CCDBG funding of \$148.8 million in FFY 2020-21 to prevent, prepare for, and respond to the COVID-19 pandemic. Unlike CARES, in order to assure that child care providers were able to remain open, or to reopen, and to provide continued payments and assistance to child care providers in the case of decreased enrollment or closures related to coronavirus, funding under the CAA of 2021 could be used for the costs of providing relief from copayments and tuition payments for families and for paying the portion of the child care provider's cost ordinarily paid through family copayments (including for fixed costs and increased operating expenses).

On April 1, 2021, The Joint Committee on Finance approved DCF's passive review request under s. 16.54 of the statutes to expend \$133.8 million of the funding to: (a) continue the CCC program (\$106.0 million); (b) provide grants to child care providers to support the purchase of computers, tablets, hotspots, and internet service (\$10.0 million); (c) provide grants to child care providers to support staff recruitment and retention efforts (\$10.0 million); (d) create and expand shared services networks to reduce administrative costs of providers by pooling management of

operations (\$5.5 million); and (e) implement information technology system changes and hire limited-term employees needed to execute these programs (\$2.3 million).

Similar to the supplementary payment program, the response and relief program was divided into two payments: (a) supporting the costs of child care providers maintaining or enhancing compliance status, YoungStar rating, and improving health and safety practices; and (b) supporting the staff recruitment and retention efforts (such as incentive pay or signing bonuses).

The Spring 2021 response and relief payments to child care providers were based on costs and activities occurring May 9 through May 15, 2021 (with applications accepted April 19 through April 30). Attachment 6 shows how payments to providers were calculated. For example, under program "a" DCF provided a base payment for currently open and temporarily closed child care providers (\$2,000 for family providers and \$4,100 for group providers), plus a per child amount depending on age (such as \$130 for each full-time school age child and \$30 for each part-time school-age child). DCF set the maximum payment to \$40,000. According to DCF, the Spring 2021 response and relief payment program delivered \$61.9 million in funds to more than 3,003 providers.

The Summer 2021 response and relief payments to child care providers were based on costs and activities occurring May 9 through May 15, 2021 (with applications accepted June 1 through June 11). Attachment 7 shows how payments to providers were calculated. According to DCF, the Summer 2021 response and relief payment program delivered nearly \$48.5 million in funds to 2,731 providers.

Attachment 8 shows the response and relief payments under both rounds by county and tribe based on CCC payment data provided by DCF.

On September 10, 2021, the Committee approved DCF's request to use the remaining \$15.0 million, along with anticipated underspending under the previous request of \$8.2 million, to: (a) implement a private/public partnership program to offer funding for businesses that were struggling to recruit and retain staff to purchase child care slots (\$10.0 million); (b) update entry-level workforce training and communications (\$5.5 million); (c) various administrative costs (\$2.2 million); and (d) to direct any underspending from either s. 16.54 request to the CCC program.

ARPA - CCC Stabilization Program

The American Rescue Plan Act (ARPA) provided additional supplemental CCDBG, as well as funding for stabilization grants to child care providers. Wisconsin's share of this funding was \$580.2 million, including \$223.2 million for emergency CCDBG funds and \$357.0 million for stabilization grants.

On November 2, 2021, the Committee approved DCF's request to expend the stabilization grant funding to continue the CCC program through 2022-2023. Roughly \$357.0 million of that amount supported monthly grants in two programs, with 48% of the funding for per-child grants to child care providers for 18 months to cover operating expenses, costs of COVID-19 mitigation, materials for enhancing curriculum and social emotional development, tuition reimbursement, and

mental health support for children and employees. More than half of the funding supports per-staff payments to providers for professional development opportunities and to cover employee wage and benefit increases. The remaining \$5.3 million support administrative costs.

The first round of the stabilization payment program ran a nine-month period from November, 2021, through July, 2022. Attachment 9 shows how payments were calculated for July, 2022. Unlike previous iterations of the CCC payment program, stabilization payments recur monthly. Thus, there is no base payment for family/group care providers. Instead, provider payments were determined on a per-child amount that varied by age (for example each full-time infant increases the payment by \$175), plus an additional amount for each child who is enrolled in Wisconsin Shares. Payments for staff recruitment and retention were based on an amount per employee (\$150 for each full-time and \$75 per part-time worker), plus a quality incentive amount for YoungStar participating providers (for example, \$350 per full-time worker for 5-Star providers). According to DCF, the stabilization program paid \$181.3 million to 3,975 providers.

The second round of stabilization payments ran in another nine-month blocks from August, 2022, through April, 2023. Attachment 10 shows how payments were calculated for March, 2023. The payments were similar to the previous round, except that DCF provided an additional payment add-on for children who attend during non-standard hours or participates in a Birth-to-3 child care pilot program. Further, solely for the March 2023 payment, DCF provided created a third payment program to promote inclusive spaces under which a base payment amount was provided for group (\$1,675) and family providers (\$1,000). Finally, the allowable use of the funds from staff payments was expanded to allow providers to cover existing payroll in order to maintain existing wages (as opposed to merely pay increases) and no longer restricted to staff with approved background checks (thereby allowing expenditures on training and recruitment of new staff).

On February 9, 2022, the Committee approved a modified version of DCF's request to expend \$194.0 million of the emergency grant funding to continue the CCC program through early 2024. This includes: (a) \$112.4 million for Child Care Counts, including \$3.5 million in grants to child care providers to update their facilities to accommodate children with disabilities; (b) \$0.5 million for school-age mental health support; (c) \$5.0 million for infant and early childhood mental health consultation; (d) \$16.0 million a pilot child care program providing subsidies to children with disabilities in the state's Birth to 3 program; (e) \$4.8 million for family resource centers; (f) \$30.6 million for TEACH/REWARD; (g) \$10.0 million to support employer provided childcare; (h) \$8.4 million for shared services networks; (i) \$0.9 million for employee assistance; (j) \$2.9 million for administration; and (k) \$2.5 million to provide assistance to unregulated providers to become licensed.

Attachment 12 shows the CCC stabilization payments under rounds 1 and 2 by county and tribe based on CCC payment data provided by DCF for November, 2021, through March, 2023.

ATTACHMENT 1

CCC: COVID-19 Emergency Payments Calculation

Payment Period 1 (3/12/2020 to 4/11/2020)

Program 1: Funding to Care for Essential Workforce Families

Family Base	\$5,000	Base amount for family child care providers
Group Base	8,000	Base amount for group centers
Full Time	300	Per child amount for full-time children
Part-Time	175	Per child amount for part-time children
Disability	50	Per child amount for each child with a disability
Off-hours	50	Per child amount when providers serve during non-standard hours
Maximum	50,000	Program maximum payment

Program 2: Incentive Pay

Staff Hours	\$5	Per staff hour worked (capped at 40 max hours per staff per week)
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Program 3: Support for Temporarily Closed Child Care Programs

Full Time Staff	\$1,000	Per full time staff returning to work
Part-Time Staff	700	Per part-time staff returning to work
Maximum	10,000	Program maximum amount allowed

Payment Period 2 (4/12/2020 to 5/11/2020)

Program 1: Funding to Care for Essential Workforce Families

Family Base	\$2,500	Base amount for family child care providers
Group Base	4,000	Base amount for group centers
Full Time	150	Per child amount for full-time children that attended
Part-Time	87.50	Per child amount for part-time children that attended
Disability	25	Per child amount for each child with a disability
Off-hours	25	Per child amount when providers serve during non-standard hours
Non-English Language	250	If any attending child speaks a non-English language
Homeless	250	If any attending child is experiencing homelessness
Tribe	250	If any attending child has a Tribal affiliation
Rural	250	If any attending child is living in a rural area
Maximum	25,000	Program amount allowed

Program 2: Incentive Pay

Staff Hours	\$2.50	Per staff hour worked (capped at 40 max hours per staff per week)
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Program 3: Support for Temporarily Closed Child Care Programs

Full Time Staff	\$500	Per full time staff returning to work
Part-Time Staff	350	Per part-time staff returning to work
Maximum	5,000	Program maximum amount allowed

Payment Period 3 (5/12/2020 to 5/26/2020)

Program 1: Funding to Care for Essential Workforce Families

Family Base	\$900	Base amount for family child care providers
Group Base	1,650	Base amount for group centers
Full Time	50	Per child amount for full-time children that attended
Part-Time	30	Per child amount for part-time children that attended
Disability	25	Per child amount for each child with a disability
Off-hours	10	Per child amount when providers serve during non-standard hours
Non-English Language	70	If any attending child speaks a non-English language
Homeless	70	If any attending child is experiencing homelessness
Tribe	70	If any attending child has a Tribal affiliation
Rural	70	If any attending child is living in a rural area
Maximum	20,000	Program amount allowed

Program 2: Incentive Pay

Staff Hours	\$2.50	Per staff hour worked (capped at 40 max hours per staff per week)
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Program 3: Support for Temporarily Closed Child Care Programs

Full Time Staff	\$500	Per full time staff returning to work
Part-Time Staff	350	Per part-time staff returning to work
Maximum	2,500	Program maximum amount allowed

ATTACHMENT 2

CCC COVID-19 Emergency Payments

<u>County/Tribe</u>	<u>Providers</u>	<u>Payment Amount</u>	<u>Count/Tribe</u>	<u>Providers</u>	<u>Payment Amount</u>
Adams	4	\$23,797	Monroe	22	\$331,005
Ashland	23	267,018	Oconto	11	197,394
Bad River Tribe	1	12,678	Oneida	11	139,237
Barron	16	259,517	Oneida Nation	1	4,294
Bayfield	1	1,477	Outagamie	65	1,640,584
Brown	75	2,236,351	Ozaukee	24	696,404
Buffalo	6	67,155	Pepin	9	89,130
Burnett	3	110,914	Pierce	18	249,860
Calumet	16	267,661	Polk	18	313,529
Chippewa	24	485,162	Portage	29	453,783
Clark	14	289,748	Price	10	149,865
Columbia	22	437,873	Racine	75	1,451,258
Crawford	9	130,119	Richland	1	16,330
Dane	362	5,682,443	Rock	54	762,678
Dodge	19	451,538	Rusk	2	51,580
Door	2	50,673	Sauk	30	543,093
Douglas	14	297,089	Sawyer	8	190,852
Dunn	7	270,618	Shawano	6	154,737
Eau Claire	49	1,350,540	Sheboygan	24	474,031
Florence	1	36,349	St. Croix	36	1,013,848
Fond du Lac	20	723,267	Taylor	8	104,853
Forest	5	57,554	Trempealeau	11	169,941
Grant	27	399,216	Vernon	9	142,377
Green	23	336,148	Vilas	7	123,272
Green Lake	6	69,482	Walworth	18	301,331
Iowa	7	117,358	Washburn	5	137,156
Jackson	10	158,835	Washington	46	1,021,200
Jefferson	13	334,467	Waukesha	137	3,113,228
Juneau	5	141,909	Waupaca	15	207,767
Kenosha	69	1,428,173	Waushara	8	92,950
Kewaunee	12	247,571	Winnebago	49	1,310,954
La Crosse	66	1,626,102	Wood	32	873,285
Lafayette	5	57,630	No County	4	32,648
Langlade	5	96,010			
Lincoln	11	128,997			
Manitowoc	16	330,647	Grand total	2,716	\$50,962,125
Marathon	49	888,429			
Marinette	17	248,455			
Marquette	1	37,886			
Milwaukee	878	14,250,815			

ATTACHMENT 3

CCC Supplementary Payments Calculation - Round 1

(Application Period: September 9 – September 18, 2020)

Payment Program A: Providing Safe, Healthy, and High-quality Child Care Opportunities

Family Base	\$770	Base amount for regulated family providers *
Group Base	1,100	Base amount for licensed group, licensed camp & public school providers *
Full-time	365	Per child amount for full-time child 0-2 years 11 months old
Full-time	190	Per child amount for full-time child 3-5 years 11 months old
Full-time	90	Per child amount for full-time child 6 years and older
Part-time	210	Per child amount for part-time child 0-2 years 11 months old
Part-time	110	Per child amount for part-time child 3-5 years 11 months old
Part-time	50	Per child amount for part-time child 6 years and older
Disability	30	Per child amount for each child with a disability
Maximum	20,000	Program maximum amount allowed

* Both open and temporarily closed.

Payment Program B: Funding Staff Recruitment and Retention Efforts

Family Base	\$400	Base amount for regulated family providers *
Group Base	660	Base amount for licensed group, licensed camp & public school providers *
Full-time Staff	600	Per full-time staff member listed on payroll
Part-time Staff	350	Per part-time staff member listed on payroll
Maximum	20,000	Program maximum amount allowed

* Both open and temporarily closed.

ATTACHMENT 4

CCC Supplementary Payments Calculation - Round 2

(Application Period: October 26 – November 6, 2020)

Payment Program A: Providing Safe, Healthy, and High-Quality Child Care Opportunities

Family Base	\$1,000	Base amount for regulated family providers *
Group Base	1,000	Base amount for licensed group, licensed camp & public school providers *
Full-Time	500	Per child amount for full-time child 0-2 years 11 months old
Full-Time	350	Per child amount for full-time child 3-5 years 11 months old
Full-Time	200	Per child amount for full-time child 6 years and older **
Part-Time	400	Per child amount for part-time child 0-2 Years 11 Months old
Part-Time	250	Per child amount for part-time child 3-5 years 11 months old
Part-Time	100	Per child amount for part-time child 6 years and older **
Disability	40	Per child amount for each child with a disability
Off-Hours	40	Per program/location amount when provider serves during non-standard hours
Maximum	38,300	Program maximum amount allowed

*Open and temporarily closed that will reopen by 12/14/20.

** Under age 13 or under age 19 for children with disabilities.

Payment Program B: Funding Staff Recruitment and Retention Efforts

Family Base	\$800	Base amount for regulated family providers
Group Base	1,200	Base amount for licensed group, licensed camp & public school providers
Full-Time Staff	1,000	Per full-time (21 hours or more per week) staff member listed on payroll
Part-time Staff	700	Per part-time (20 hours or less per week) staff member listed on payroll
Maximum	38,500	Program maximum amount allowed

ATTACHMENT 5

CCC Supplementary Payments - Rounds 1 and 2

<u>County/tribe</u>	<u>Providers</u>	<u>Payment Amount</u>	<u>County/Tribe</u>	<u>Providers</u>	<u>Payment Amount</u>
Adams	5	\$47,775	Monroe	25	\$429,560
Ashland	24	290,440	No county	2	5,555
Bad river tribal	1	8,200	Oconto	11	247,835
Barron	16	292,720	Oneida	11	328,800
Bayfield	1	6,855	Oneida nation	1	2,790
Brown	79	3,472,405	Outagamie	63	2,505,990
Buffalo	7	82,270	Ozaukee	27	1,281,905
Burnett	2	115,840	Pepin	9	86,955
Calumet	16	449,105	Pierce	21	444,500
Chippewa	25	754,290	Polk	20	531,255
Clark	15	273,370	Portage	32	852,590
Columbia	28	777,935	Potawatomi	1	5,100
Crawford	9	131,630	Price	11	143,250
Dane	378	11,460,505	Racine	79	2,432,735
Dodge	20	818,435	Richland	2	19,020
Door	4	158,970	Rock	60	1,774,315
Douglas	16	471,665	Rusk	3	74,965
Dunn	11	493,975	Sauk	26	663,010
Eau Claire	46	2,089,400	Sawyer	10	271,595
Florence	1	31,400	Shawano	7	290,230
Fond du Lac	22	1,205,500	Sheboygan	34	1,017,345
Forest	5	78,590	St. Croix	40	1,704,690
Grant	29	674,865	Taylor	10	177,345
Green	25	501,520	Trempealeau	13	182,860
Green lake	7	103,875	Vernon	10	128,435
Iowa	12	207,510	Vilas	6	248,100
Jackson	11	187,635	Walworth	22	836,225
Jefferson	20	576,445	Washburn	8	158,735
Juneau	6	132,470	Washington	41	1,475,325
Kenosha	60	2,089,565	Waukesha	118	5,559,560
Kewaunee	12	285,250	Waupaca	21	522,445
La Crosse	59	2,079,245	Waushara	9	106,815
Lafayette	7	97,080	Winnebago	57	1,919,550
Langlade	7	130,575	Wood	42	1,059,270
Lincoln	12	209,530			
Manitowoc	17	568,530	Grand total	2,882	\$79,747,570
Marathon	52	1,306,910			
Marinette	13	334,780			
Marquette	2	49,860			
Milwaukee	948	19,211,995			

ATTACHMENT 6

CCC Spring 2021 Response & Relief Payments

Payment Program A: Providing Safe, Healthy, and High-quality Child Care Opportunities

Family Base	\$2,000	Base amount for regulated family providers*
Group Base	4,100	Base amount for licensed group providers (and exempt public school)*
Full-Time	350	Per child amount for full-time child 0-2 years 11 months old
Full-Time	240	Per child amount for full-time child 3-5 years 11 months old
Full-Time	130	Per child amount for full-time child 6 years and older**
Part-time	250	Per child amount for part-time child 0-2 Years 11 months old
Part-Time	140	Per child amount for part-time child 3-5 years 11 months old
Part-Time	30	Per child amount for part-time child 6 years and older**
Disability	30	Per child amount for each child with a disability
Maximum	40,000	Program maximum amount allowed

* Both open and temporarily closed that will reopen by 5/17/21.

** Under age 13 or under age 19 for children with disabilities.

Payment Program B: Funding Staff Recruitment and Retention Efforts

Family Base	\$800	Base amount for regulated family providers*
Group Base	2,300	Base amount for licensed group providers (and exempt public school)*
Full-Time Staff	1,250	Per full-time (21 hours or more per week) staff member listed on payroll
Part-Time Staff	750	Per part-time (20 hours or less per week) staff member listed on payroll
Maximum	40,000	Program maximum amount allowed

* Both open and temporarily closed that will reopen by 5/17/21.

ATTACHMENT 7

CCC Summer 2021 Response & Relief Payments

Payment Program A: Providing Safe, Healthy, and High-quality Child Care Opportunities

Family Base	\$2,100	Base amount for regulated family providers
Group Base	4,600	Base amount for licensed group providers and (and exempt public school)
Full-Time	260	Per child amount for full-time child 0-2 years 11 months old
Full-Time	170	Per child amount for full-time child 3-5 years 11 months old
Full-Time	80	Per child amount for full-time child 6 years and older**
Part-time	160	Per child amount for part-time child 0-2 Years 11 months old
Part-Time	70	Per child amount for part-time child 3-5 years 11 months old
Part-Time	40	Per child amount for part-time child 6 years and older**
Disability	35	Per child amount for each child with a disability
Maximum	40,000	Program maximum amount allowed

* Open and temporarily closed that will reopen by 6/28/21

** Under age 13 or under age 19 for children with disabilities.

Payment Program B: Funding Staff Recruitment and Retention Efforts

Family Base	\$1,000	Base amount for regulated family providers*
Group Base	3,000	Base amount for licensed group providers (and exempt public school)*
Full-Time Staff	1,300	Per full-time (21 hours or more per week) staff member listed on payroll
Part-Time Staff	800	Per part-time (20 hours or less per week) staff member listed on payroll
Maximum	40,000	Program maximum amount allowed

* Open and temporarily closed that will reopen by 6/28/21

ATTACHMENT 8

CCC Spring and Summer Response & Relief Payments

<u>Row Labels</u>	<u>Providers</u>	<u>Payment Amount</u>	<u>Row Labels</u>	<u>Providers</u>	<u>Payment Amount</u>
Adams	5	\$81,616	Monroe	21	\$509,729
Ashland	27	459,914	Oconto	12	266,104
Bad River Tribe	1	4,940	Oneida	11	413,403
Barron	18	469,381	Oneida Nation	1	13,347
Bayfield	1	6,717	Outagamie	88	3,549,235
Brown	101	4,934,687	Ozaukee	34	1,892,954
Buffalo	7	97,775	Pepin	7	93,435
Burnett	4	160,200	Pierce	21	521,292
Calumet	21	792,824	Polk	20	590,762
Chippewa	28	939,882	Portage	39	1,215,233
Clark	17	443,445	Price	9	147,493
Columbia	30	983,134	Racine	92	3,331,378
Crawford	8	142,525	Richland	2	27,227
Dane	409	15,591,069	Rock	76	2,690,870
Dodge	25	961,364	Rusk	3	61,112
Door	4	251,110	Sauk	27	836,187
Douglas	16	665,377	Sawyer	8	353,431
Dunn	11	553,394	Shawano	7	371,554
Eau Claire	48	2,646,446	Sheboygan	38	1,550,635
Florence	1	50,840	St. Croix	41	2,041,416
Fond du Lac	19	1,405,719	Taylor	10	227,785
Forest	4	77,334	Trempealeau	14	247,517
Grant	25	793,952	Vernon	9	187,823
Green	27	645,467	Vilas	6	289,960
Green Lake	10	184,311	Walworth	28	1,082,756
Iowa	11	235,842	Washburn	8	188,048
Jackson	13	295,841	Washington	48	2,211,897
Jefferson	20	867,256	Waukesha	158	8,191,227
Juneau	6	188,159	Waupaca	20	754,826
Kenosha	84	3,020,009	Waushara	10	150,193
Kewaunee	12	388,582	Winnebago	72	2,927,749
La Crosse	78	2,984,999	Wood	45	1,605,513
Lafayette	7	146,394			
Langlade	7	190,111	Grand Total	3,275	\$110,388,434
Lincoln	11	251,220			
Manitowoc	20	820,525			
Marathon	59	1,841,606			
Marinette	12	422,353			
Marquette	3	106,887			
Milwaukee	1,080	26,743,136			

ATTACHMENT 9

CCC Stabilization Payments - Round 1 (July 2022 Payment Amount)

Payment Program A: Increasing Access to High-Quality Child Care

Per-Child Amount

<u>Age</u>	<u>Part-Time</u>	<u>Full-Time</u>
0-1	\$115	\$175
2-3	100	135
4-5	55	85
6+	35	50

Wisconsin Shares Add-On Amount

<u>Age</u>	<u>Part-Time</u>	<u>Full-Time</u>
0-1	\$30	\$50
2-3	30	50
4-5	25	40
6+	25	40

Payment Program B: Funding Workforce Recruitment and Retention

Base Per-Staff Amount

<u>Part-Time</u>	<u>Full-Time</u>
\$75	\$150

Quality Incentive Per-Staff Amount

<u>Star Level</u>	<u>Part-Time</u>	<u>Full-Time</u>
2 Star	\$25	\$50
3 Star	75	150
4 Star	125	250
5 Star	175	350

ATTACHMENT 10

CCC Stabilization Payments - Round 2 (March 2023 Payment Amount)

Payment Program A: Increasing Access to High-Quality Child Care

<i>Per-Child Amount</i>		
<u>Age</u>	<u>Part-Time</u>	<u>Full-Time</u>
0-1	\$115	\$175
2-3	100	135
4-5	55	85
6+	35	50

<i>Wisconsin Shares Add-On Amount</i>		
<u>Age</u>	<u>Part-Time</u>	<u>Full-Time</u>
0-1	\$30	\$50
2-3	30	50
4-5	25	40
6+	25	40

<i>Non-Standard Hours Add-On Amount</i>	
Per Child	\$150

<i>Inclusive Birth to 3 Pilot Add-On Amount</i>	
Per Child	\$150

Payment Program B: Funding Workforce Recruitment and Retention

<i>Base Per-Staff Amount</i>		
	<u>Part-Time</u>	<u>Full-Time</u>
	\$75	\$150

<i>Quality Incentive Per-Staff Amount</i>		
<u>Star Level</u>	<u>Part-Time</u>	<u>Full-Time</u>
2 Star	\$25	\$50
3 Star	75	150
4 Star	125	250
5 Star	175	350

Payment Program C: Promoting Inclusive Spaces

Payment Program C is a one-time payment during the March Round only. This amount is based on program type for group or family providers.

Group Providers	\$1,675
Family Providers	\$1,000

ATTACHMENT 11

CCC Stabilization Payments (Fall 2021 - March 2023)

<u>County/Tribe</u>	<u>Providers</u>	<u>Payment Amount</u>	<u>County/Tribe</u>	<u>Providers</u>	<u>Payment Amount</u>
Adams	6	\$254,455	Menominee County	3	\$661,830
Ashland	28	1,064,590	Milwaukee	1,540	90,079,010
Bad River Tribe	1	22,630	Monroe	27	1,411,680
Barron	28	1,586,555	Oconto	15	808,045
Bayfield	4	302,545	Oneida	14	1,381,320
Brown	128	15,415,125	Oneida Nation	1	15,395
Buffalo	10	358,260	Outagamie	93	12,094,985
Burnett	5	536,210	Ozaukee	46	5,796,765
Calumet	22	2,130,300	Pepin	8	263,590
Chippewa	48	4,100,960	Pierce	28	1,821,420
Clark	22	1,185,565	Polk	27	1,973,255
Columbia	34	2,553,340	Portage	49	3,861,685
Crawford	8	320,735	Price	12	360,305
Dane	484	48,626,465	Racine	109	10,010,885
Dodge	33	3,129,820	Richland	7	197,215
Door	9	785,400	Rock	87	7,484,310
Douglas	24	2,426,965	Rusk	4	262,095
Dunn	19	2,148,905	Sauk	36	2,603,275
Eau Claire	89	10,111,280	Sawyer	10	1,079,240
Florence	1	64,555	Shawano	10	1,300,355
Fond du Lac	29	4,610,775	Sheboygan	51	4,665,620
Forest	7	298,150	St. Croix	55	6,341,500
Grant	31	2,607,230	Taylor	10	346,120
Green	29	1,536,645	Trempealeau	19	1,244,580
Green Lake	8	356,565	Vernon	13	641,360
Iowa	15	768,595	Vilas	9	855,510
Iron	2	72,840	Walworth	35	3,516,215
Jackson	20	676,765	Washburn	11	593,405
Jefferson	34	3,130,415	Washington	54	6,665,660
Juneau	13	949,835	Waukesha	190	28,787,830
Kenosha	98	9,874,690	Waupaca	29	2,470,255
Kewaunee	12	920,985	Waushara	11	291,230
La Crosse	93	8,075,345	Winnebago	92	8,745,200
Lafayette	9	291,885	Wood	57	4,275,555
Langlade	8	377,340			
Lincoln	16	919,905	Grand Total	4318	\$356,391,075
Manitowoc	26	2,742,115			
Marathon	75	6,047,285			
Marinette	21	1,848,835			
Marquette	7	253,515			

ATTACHMENT 12

Estimated Participation in Wisconsin Shares and CCC by Child Care Providers Active as of January 31, 2023

(By County for February, 2022 through, January, 2023)

<u>County/Tribe</u>	<u>WI Shares Subsidies</u>	<u>Percentage</u>	<u>Total WI Shares Kids (Jan.2023)</u>	<u>CCC Grants</u>	<u>Percentage</u>	<u>CCC Enrollment (Jan.2023)</u>
Adams	\$68,414	<0.1%	24	\$154,730	0.1%	83
Ashland	200,342	0.1	85	698,935	0.3	377
Barron	389,177	0.1	141	970,540	0.4	573
Bayfield	56,670	<0.1	22	192,075	0.1	130
Brown	6,706,745	2.4	1,586	9,587,165	4.3	6,048
Buffalo	71,696	<0.1	29	216,295	0.1	115
Burnett	186,925	0.1	70	354,420	0.2	133
Calumet	345,590	0.1	98	1,392,755	0.6	922
Chippewa	1,041,821	0.4	313	2,360,420	1.1	1,596
Clark	241,538	0.1	96	749,900	0.3	497
Columbia	546,472	0.2	135	1,591,155	0.7	1,092
Crawford	57,726	<0.1	20	200,835	0.1	146
Dane	19,162,054	6.8	3,498	30,804,745	13.8	17,746
Dodge	919,877	0.3	312	1,983,125	0.9	1,161
Door	363,471	0.1	78	521,075	0.2	281
Douglas	578,252	0.2	182	1,526,230	0.7	817
Dunn	382,060	0.1	111	1,061,340	0.5	656
Eau Claire	2,470,520	0.9	819	6,245,140	2.8	3,730
Florence	39,865	<0.1	16	38,370	<0.1	0
Fond du Lac	1,710,364	0.6	472	2,950,795	1.3	1,790
Forest	46,172	<0.1	34	198,795	0.1	121
Grant	411,199	0.1	130	1,606,040	0.7	844
Green	314,731	0.1	108	967,315	0.4	749
Green Lake	124,062	<0.1	44	237,915	0.1	135
Iowa	97,379	<0.1	38	492,025	0.2	343
Iron	3,485	<0.1	1	42,210	<0.1	21
Jackson	180,439	0.1	67	415,555	0.2	280
Jefferson	1,144,581	0.4	313	2,001,995	0.9	1,278
Juneau	392,294	0.1	131	603,825	0.3	328
Kenosha	9,876,340	3.5	2,562	6,174,475	2.8	4,018
Kewaunee	125,602	<0.1	36	584,915	0.3	317
La Crosse	1,896,123	0.7	550	4,939,825	2.2	3,136
Lafayette	29,242	<0.1	13	184,485	0.1	135
Langlade	96,879	<0.1	36	265,760	0.1	204
Lincoln	242,003	0.1	80	579,515	0.3	335

<u>County/Tribe</u>	<u>WI Shares Subsidies</u>	<u>Percentage</u>	<u>Total WI Shares Kids (Jan.2023)</u>	<u>CCC Grants</u>	<u>Percentage</u>	<u>CCC Enrollment (Jan.2023)</u>
Manitowoc	\$592,632	0.2%	201	\$1,730,310	0.8%	1,033
Marathon	1,397,189	0.5	390	3,883,050	1.7	2,199
Marinette	316,644	0.1	150	1,203,225	0.5	760
Marquette	78,918	<0.1	23	155,635	0.1	84
Milwaukee	189,049,534	66.7	38,411	57,135,155	25.5	31,196
Monroe	274,567	0.1	88	887,070	0.4	550
Oconto	181,899	0.1	67	505,955	0.2	365
Oneida	370,151	0.1	131	888,320	0.4	509
Outagamie	2,537,408	0.9	642	7,724,370	3.4	4,271
Ozaukee	1,384,514	0.5	388	3,722,330	1.7	2,125
Pepin	25,722	<0.1	6	177,075	0.1	111
Pierce	295,188	0.1	94	1,153,225	0.5	770
Polk	397,042	0.1	189	1,177,460	0.5	883
Portage	827,896	0.3	248	2,457,150	1.1	1,390
Price	84,687	<0.1	45	222,395	0.1	143
Racine	8,857,638	3.1	2,345	6,165,960	2.8	3,653
Richland	32,478	<0.1	22	124,620	0.1	138
Rock	3,101,751	1.1	934	4,738,890	2.1	3,353
Rusk	133,438	<0.1	54	170,875	0.1	84
St. Croix	1,036,380	0.4	312	3,786,700	1.7	2,362
Sauk	839,812	0.3	198	1,620,380	0.7	949
Sawyer	242,010	0.1	89	709,025	0.3	369
Shawano	379,033	0.1	120	849,540	0.4	447
Sheboygan	1,727,440	0.6	411	2,986,160	1.3	1,890
Taylor	81,208	<0.1	42	238,090	0.1	126
Trempealeau	216,478	0.1	63	802,560	0.4	404
Vernon	173,257	0.1	38	422,830	0.2	237
Vilas	171,961	0.1	63	556,530	0.2	254
Walworth	1,282,774	0.5	391	2,176,455	1.0	1,534
Washburn	200,884	0.1	86	377,255	0.2	222
Washington	1,803,928	0.6	496	4,209,280	1.9	2,839
Waukesha	9,582,543	3.4	1,986	17,834,275	8.0	11,027
Waupaca	481,481	0.2	183	1,548,440	0.7	1,072
Waushara	21,445	<0.1	11	180,625	0.1	129
Winnebago	3,660,619	1.3	935	5,526,905	2.5	3,231
Wood	1,095,054	0.4	394	2,569,485	1.1	1,595
Menominee County	--	0.0	--	417,470	0.2	255
Potawatomi	--	--	--	--	--	--
Bad River Tribe	4,447	<0.1	3	14,650	<0.1	10
Oneida Nation	--	0.0	--	8,410	<0.1	5
Grand Total	\$283,460,163	100.0%	62,499	\$223,952,830	100.0%	132,711